



CITY OF HOUSTON

Sylvester Turner

Mayor

P.O. Box 1562
Houston, Texas 77251-1562

T. (832) 393-1011
www.houstontx.gov

March 27, 2019

Mr. Patrick "Marty" Lancton
President
Houston Professional Fire Fighters Association, IAFF Local 341
1907 Freeman Street
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

I write to make clear the City's proposal on the resolution of Prop B implementation. I do not want to lay off anyone. To accomplish this, I ask the Union to agree to phase in the cost of implementing Prop B.

I propose that Prop B be implemented over five years. The proposal takes into account the language of Prop B and factors in educational requirements for parity between Police and Fire. The chart that follows reflects the costs the City would incur and shows the incremental and cumulative costs. This matches the allocation of pay by seniority proposed by the Union.

Category	Jan - June FY2019	FY2020	FY2021	FY2022	FY2023	Total
Incremental Cost						
Base Salary	8,412,702	29,436,490	29,705,681	7,011,205	3,069,947	77,636,025
Incentive Pay	1,209,005	3,347,590	2,229,105	2,229,105	2,229,105	11,243,910
Total Incremental Cost	9,621,707	32,784,079	31,934,786	9,240,310	5,299,052	88,879,935
Cumulative Cost						
Base Salary	8,412,702	37,849,192	67,554,873	74,566,078	77,636,025	266,018,870
Incentive Pay	1,209,005	4,556,595	6,785,700	9,014,805	11,243,910	32,810,014
Total Cumulative Cost	9,621,707	42,405,787	74,340,573	83,580,883	88,879,935	298,828,884

Spreading the costs will be in the best interest of all Houstonians.

Sincerely,


Sylvester Turner
Mayor

Council Members: Brenda Stardig Jerry Davis Ellen R. Cohen Dwight A. Boykins Dave Martin Steve Le Greg Travis Karla Cisneros
Robert Gallegos Mike Laster Martha Castex-Tatum Mike Knox David W. Robinson Michael Kubosh Amanda Edwards Jack Christie
Controller: Chris Brown



HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON
PRESIDENT

JIMMY CAMPBELL
FINANCIAL DIRECTOR

BRIAN WILCOX
COMMUNICATIONS
DIRECTOR

VIA EMAIL

April 2, 2019

Hon. Sylvester Turner
City of Houston
P.O. Box 1562
Houston, Texas 77251

Dear Mayor Turner,

To date, we have received no response to our March 28, 2019 letter to you seeking financial data. Again, regarding your recent "proposal" to implement Proposition B, we ask:

1. Does this fully implement Proposition B, including both base pay and incentives?
2. If you believe it does, please explain in writing so that we can advise our members.
3. If it does not, please explain why the proposal fails to provide parity.

Please also explain why the hundreds of millions paid to HPD for 37 percent raises since 2011, including at least \$98 million this year, caused no fiscal crises or city employee layoffs.

Finally, as you know, firefighter layoffs are unnecessary. They were unnecessary during the HPD raises. They are unnecessary now. Please be prepared to explain why you recently hired hundreds of police and municipal employees during a so-called city hiring "freeze," yet you insist on terminating firefighter jobs.

We await your response.

Yours truly,

A handwritten signature in blue ink, appearing to read "Patrick M. Lancton", with a long horizontal flourish extending to the right.

Patrick M. "Marty" Lancton

cc: Houston City Council
Houston Fire Chief Samuel Peña



CITY OF HOUSTON

Sylvester Turner

Mayor

P.O. Box 1562
Houston, Texas 77251-1562

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April 3, 2019

Mr. Patrick "Marty" Lancton
President, HPFFA, IAFF Local 341
1907 Freeman Street
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

On March 27, 2019, I wrote to make clear the City's proposal to implement Prop B over five years. That proposal would enable the cadets to be sworn in and avoid layoffs of firefighters and municipal employees. IAFF Local 341 has apparently rejected that proposal. Again, I do not want to lay off anyone, but since Prop B comes without a funding source, the City must balance its budget by the end of June and layoffs are necessary to achieve that result. Although the 5-year proposal was rejected, I understand that you and IAFF Local 341 are now willing to consider a four-year phase in of Prop B.

Therefore, I propose below that Prop B be implemented over less than 4 years. The chart that follows reflects the incremental and cumulative costs the City would incur. Implementation of this 3 ½ year proposal would require some layoffs, but significantly fewer than would be required with immediate implementation of Prop B. Spreading the costs will be in the best interest of all Houstonians.

Category	Jan - June FY2019	FY2020	FY2021	FY2022	FY2023	Total
Incremental Cost						
Base Salary	8,412,702	29,436,490	29,705,681	10,081,152	-	77,636,025
Incentive Pay	1,486,660	4,184,487	2,786,381	2,786,381	-	11,243,910
Total Incremental Cost	9,899,362	33,620,977	32,492,063	12,867,533	-	88,879,935
Cumulative Cost						
Base Salary	8,412,702	37,849,192	67,554,873	77,636,025	77,636,025	269,088,817
Incentive Pay	1,486,660	5,671,147	8,457,529	11,243,910	11,243,910	38,103,156
Total Cumulative Cost	9,899,362	43,520,339	76,012,402	88,879,935	88,879,935	307,191,973

I hope that you give favorable consideration to this proposal.

Sincerely,

Mayor Sylvester Turner



HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON
PRESIDENT

JIMMY CAMPBELL
FINANCIAL DIRECTOR

BRIAN WILCOX
COMMUNICATIONS
DIRECTOR

VIA EMAIL

April 3, 2019

Hon. Sylvester Turner
City of Houston
P.O. Box 1562
Houston, Texas 77251

Dear Mayor Turner,

In order to meaningfully respond to your latest "proposal", will you please acknowledge or answer the questions presented in our March 28 and April 2 letters to you? So, again we ask:

1. Does your latest proposal fully implement Proposition B, including both base pay and incentives?
2. If you believe it does, please explain in writing so that we can advise our members.
3. If it does not, please explain why the proposal fails to provide parity.

The City Controller's public statements today also confirm our concern that you may have a public, campaign-style Proposition B budget presentation and also a secret, undisclosed one. Your ever-changing Proposition B cost estimates and your refusal to fully open the city books for the purpose of negotiation of Proposition B implementation are troubling.

Finally, the Proposition B-themed communications released this week by you and your pay-to-play political patrons to raise funds for your re-election campaign are despicable. Political fundraising on the backs of firefighters you intend to lay off further reflects your contempt for firefighter families.

We await your answers to the pending questions.

Yours truly,

A handwritten signature in blue ink, appearing to read "Marty Lancton", with a long horizontal line extending to the right.

Patrick M. "Marty" Lancton

cc: Houston City Council
Houston Fire Chief Samuel Peña